

**Minutes of the SFUFA Executive Meeting**  
**Held January 12, 2023**  
**Via zoom video conference**  
**9.30 – 12 noon**

**In attendance:**

Bertille Antoine (Economics)  
Lyn Bartram (SIAT)  
Kumari Beck (Education)  
David Broun (Physics)  
Dave Hannah (Business)  
Dan Laitsch (Education)  
Janice Regan (Computing Science)  
Ljiljana Trajkovic (Engineering Science via zoom)  
Rochelle Tucker (Health Science)  
Baharak Yousefi (Library)  
Brian Green (Executive Director)  
Melanie Lam (Minutes)  
Jennifer Scott (Member Services)

**Regrets:**

The meeting was called to order at 9.36 am.

**1. Approval of Agenda**

Approved with the following additions: Grading guidelines follow up, Chairs evaluation for biennial review, CAUT defence fund motion, Research Ethics Board.

Moved: Lyn Bartram/Janice Regan Carried.

**2. Approval of Minutes of December 8<sup>th</sup>, 2022 minutes**

Approved as circulated.

Moved: Janice Regan/Rochelle Tucker Carried.

**3. Business arising**

- i. Grading guidelines: This item was raised at a previous consult meeting where SFUFA was informed that a Department Chair could override the grade given by an Instructor. This practice appears to take place more frequently in some departments, where a Chair may step in when grades don't fit the grading curve. SFUFA is not opposed to grading guidelines per se, but would like to see grading guidelines administered in collegial ways where the academic freedom of the individual Instructor is recognized. After some discussion it was noted that SFUFA would draft a paragraph on this topic to be included in

the next member bulletin.

**4. Presidents Report**

- Kumari gave an update on her meetings with the VPA and the President, which included a review of the last consult meeting.
- CUFA BC is making plans to host a conference on governance in 2024.
- Jennifer, Kumari and Brian will be attending a symposium titled “What are universities for?” at the University of Regina in early May.

**5. Executive Director report**

- SFUFA is working well with the new senior advisor to the provost to resolve some of the backlog and move things along.

**6. Member Services report – Jennifer Scott**

- Jennifer gave an update on her advocacy cases.

**7. a) Committee reports**

- Parking committee: Rep. Rochelle Tucker volunteered to take over from Kumari Beck.
- Equity committee: The committee is reviewing the *Special Program Submission for Black/Indigenous Faculty Hiring* document and compiling their feedback for the SFUFA executive.
- Senate: Proposal to switch from a 13 to 12-week teaching semester will go to senate at the end of this year.

**b) Bargaining update**

- So far bargaining has been amicable and cooperative. SFUFA’s initial proposal did not include monetary benefits.
- On the table are market differentials, retention awards, workload review for teaching faculty. In the last round of bargaining, changes to the pension plan was the big item on the table. This time its inflation and PSEC will probably not agree to a concession beyond their mandate. Elements of the current mandate gives 3.24% in year one, 5.5% cost of living adjustment, upto 6.75 in year 2, and a cost-of-living adjustment of upto 3% in year 3.

**c) Biennial review - Evaluation of Chairs and Directors**

There appears to be conflicting information about Department Chairs and how they are being evaluated during the biennial review process. It was noted that Department Chairs are reviewed by their own Departmental TPC’s, not against other Chairs in the faculty. Deans

normally withhold 1.5 steps per admin Member under review, and will determine the steps to be awarded.

## 8. CAUT Defence Fund

- CAUT has proposed revisions to the defence fund, to allow member associations to make changes to the governing document. The primary goal of the proposed changes is to secure the Fund a more democratic structure, that would allow Member Unions to make governance decisions by a 2/3 majority instead of the current 100% majority. SFUFA Reps on the Defence Fund Committee have recommended that the SFUFA executive vote and approve the following motion:

### **Motion:**

*"That the Special Resolution M 05, including Schedule A: Unanimous Member Agreement, Schedule B: Amendments to Articles and By-Law Number 1 of the CAUT Defence Fund, Schedule C: Resolutions of the Directors of the CAUT Defence Fund (along with its amendment), and Schedule D: Special Resolutions to Amend the Articles and By-Law of the CAUT Defence Fund, be approved."*

**Moved:** Janice Regan/Bertille Antoine

Carried.

## 9. Items for Consultation – January 19th

Business arising - exam scheduling

1. Consult agendas and protocols - We would like to have a brief discussion regarding how consult meetings are planned and organized.
2. Research Ethics Board (REB) – SFUFA understands that the University has decided to alter some terms of Policy R20 (University Ethics Review) and that some members of that Board have already been told that they will not be renewed. We would like to hear from the University on what the changes it proposes to make and the procedures it intends to follow.
3. Academic integrity and ChatGPT - Numerous faculty members have been discussing how to approach issues of academic integrity in a world of AI programs such as ChatGPT. We would like to hear what SFU is doing to consider these issues.
4. Contract workers article and SFU response - a recent editorial in the Globe and Mail addressed ongoing concerns regarding treatment of contract workers at SFU. Despite SFU's announced intention to become a living wage employer, numerous concerns remain among the community, as reflected in the article. We would like to hear SFU's response to the ongoing concerns.

**Adjournment.** There was no other business and the meeting was adjourned at 11:55 am.